

**SECURITY  
IN  
UNITY**

# SEAFARERS LOG

OFFICIAL ORGAN OF THE ATLANTIC AND GULF DISTRICT,  
SEAFARERS' INTERNATIONAL UNION OF NORTH AMERICA



Vol. VI.

NEW YORK, N. Y., FRIDAY, OCTOBER 13, 1944

No. 33

## War Labor Board Approves SIU Electricians' Pay Scale

### John Hawk's Statement On FEPC Charges Of Racial Discrimination

The SIU was hailed before the President's Committee on Fair Employment Practices in New York on October 10. Attending the hearings was John Hawk, Vice President of the Seafarers International Union, and Secretary-Treasurer of the Atlantic & Gulf District. Hawk was accompanied by the union's attorney, Richard M. Cantor. Following is the full text of the statement issued on this case by Hawk:

This is a hearing conducted by the President's Committee on Fair Employment Practice. It is held to hear charges that the Seafarers International Union of North America has allegedly violated Executive Order 8802 and 9346. The specific charges and the alleged facts on which they are based are contained in paragraphs numbered VII to XXXIII in a Statement of Charges dated September 25, 1944, signed by Malcolm Ross, Chairman of the President's Committee on Fair Employment Practice.

This Committee was created by an executive order in which

the President claims to derive his fundamental authority from "The Constitution and Statutes," and as "Commander-in-Chief of the Army and Navy."

The functions and powers of the Committee are set forth in the 5th item of Executive Order No. 9346, which reads as follows:

"The Committee shall receive and investigate complaints of discrimination forbidden by this Order. It may conduct hearings make findings of facts, and take appropriate steps to obtain elimination of such discrimination."

The procedure under which this Committee should operate

may be found in specification "8" of the same order.

#### NO RULES

What has the Committee done since May 27, 1943 to promulgate such rules and regulations? The necessity for such rules, or a code of procedure was specifically recognized by the order itself. Common sense and a deference to orderly procedure would require such a body of rules, in any event.

Apparently no such collation of rules was in existence on March 4, 1944, when the New York Regional Office of the Committee sent a letter to the Seafarers International Union of North America. To this statement are attached as part hereof copies of this letter, the letter of Seafarers International Union of North America dated March 7th in reply thereto. A telegram dated March 8th, signed by Edward Lawson, Regional Director of the Committee, letter dated March 8th in reply to the telegram by Seafarers International Union of North America to the Committee under date of March 23, 1944.

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Again the SIU leads the field on the East Coast—henceforth chief electricians on C-type ships under contract to our union will receive \$207 per month, while assistant electricians will receive \$137.50. These rates became certain this week when the War Labor Board upheld the union and endorsed a previous panel decision giving us this scale.

While several of the working conditions demanded by the union were denied, the wage scales were the important items and on this score we came through with an important victory. The dispute on wages was between the union and the following companies: Mississippi, Waterman, American Range, Seas Shipping, South Atlantic, and Eastern. Thus the new wage scale is in effect on ships operated by these lines, as of September 21, 1944.

Following is the text of the WLB directive:

By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, the Executive Orders, Directives, and Regulations issued under the Act of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, the National War Labor Board, hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

**I. Wages:** The following monthly rates shall be established for Chief Electrician and Assistant Electrician on C-type vessels:  
Chief—Base rate \$189.50, temporary increase \$17.50, total \$207.00.

Ass't.—Base rate \$120.00, temporary increase \$17.50, total \$137.50.

These rates shall be effective as of September 21, 1944 for employees on vessels at sea and in port.

**II. Electricians' Job Status:** Electricians shall be directly responsible to the Chief Engineer, or in his absence, to the engineer in charge. The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby as ordered by the National War Labor Board.

**III. Liability to Electrocutation:** The union's request for a clause providing that an "electrician's refusal to do electrical work, when such work renders them liable to electrocution, shall not be deemed refusal of duty" is hereby denied.

**IV. Installation of New Equipment:** The union's request that "when electricians are required to install any additional equipment, it shall be classified as overtime and paid for at the regular overtime rate," the overtime not to be applied in the event of renewals or replacements of worn-out equipment, is hereby denied.

**V. Hiring of Electricians:** The companies' proposal of a new clause with regard to the hiring of electricians is hereby disapproved.

### Heat On Little Steel Formula



Here are the leaders of organized labor just after visiting the White House to discuss with President Roosevelt the elimination of the Little Steel Formula. Despite strong pressure from both the AFL and CIO, Roosevelt has not yet indicated that he is going to allow wages to catch up with the cost of living. It looks like these officials were merely beating their gums when they talked to the President. They are, left to right, front row, CIO President Philip Murray, Mrs. Anna Rosenberg of the War Manpower Commission, AFL President William Green and President Daniel J. Tobin, Int'l. Brotherhood of Teamsters (AFL). Back row, left to right: Secretary-Treasurer Julius Emspak, United Electrical Radio & Machine Workers (CIO); Pres. R. J. Thomas, United Auto Workers, (CIO); and AFL Secretary-Treasurer George Meany.

## NEW OVERTIME METHOD TO AID COLLECTIONS

The already excellent record of collecting disputed overtime established by the union in the past year is about to be improved and the rank and file members stand to collect many hours which has often been lost to them in the past because of inadequate collection machinery between ports. This fact became certain this week as the branches up and down the coast approved a revised overtime bookkeeping system which was sponsored jointly by the Atlantic & Gulf District headquarters and the New York branch.

The new system is aimed at supplying the New York officials with the complete story of every overtime beef that is forwarded from outports for collection at the shipowners home office.

#### FULL DETAILS

The key to the new system is a new overtime dispute sheet which gives a comprehensive story of every man's beef from sign on until the time of pay-off.

The sheet, when properly filled in, gives the name of the vessel and its location, the name of the company, the union member's name and his rating and watch, a description of the work done and all details pertaining to it, an explanation of why the overtime was not paid, and the signature of the department head who disputed the right to overtime for that particular work.

Whenever a branch agent finds it impossible to settle the dispute

in the port of payoff, he signs this sheet and forwards it to the New York branch—providing, of course, that the home office of the company is located there.

#### HEAVY LOAD IN NEW YORK

In a letter of explanation sent to all branches, the New York officials wrote, "Since this port has been settling beefs submitted from all ports, we have found that quite often the lack of a good, comprehensive, itemized account of disputes have cost

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# SEAFARERS LOG

Published by the  
**SEAFARERS' INTERNATIONAL UNION  
 OF NORTH AMERICA**  
 Atlantic and Gulf District  
 Affiliated with the American Federation of Labor.

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**JOHN HAWK** - - - - - Secy-Treas.  
 P. O. Box 25, Station P., New York City

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 424 5th Street, N. W., Washington, D. C.

### Directory of Branches

BRANCH	ADDRESS	PHONE
NEW YORK (4)	51 Beaver St.	HAnover 2-2784
BOSTON (10)	330 Atlantic Ave.	Liberty 4057
BALTIMORE (2)	14 North Gay St.	Calvert 4539
PHILADELPHIA	6 North 6th St.	Lombard 7651
NORFOLK	25 Commercial Pl.	Norfolk 4-1083
NEW ORLEANS (16)	339 Chartres St.	Canal 3336
CHARLESTON (9)	68 Society St.	Charleston 3-2930
SAVANNAH	220 East Bay St.	Savannah 3-1728
TAMPA	423 East Platt St.	Tampa MM-1323
JACKSONVILLE	920 Main St.	Jacksonville 5-1231
MOBILE	7 St. Michael St.	Dial 2-1392
SAN JUAN, P.R.	45 Ponce de Leon	San Juan 1885
PUERTO RICO	219 20th St.	Galveston 2-8043
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# John Hawk's Statement On FEPC Charges Of Racial Discrimination

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This correspondence is interesting for more reasons than one. On the narrow issue of procedure alone, the attempt of this Committee to bamboozle the Seafarers International Union of North America is made abundantly clear. A compellingly clear request that the Committee define its powers and procedure, both, met with evasion and the employment of veiled threat.

### THE RECORD

This correspondence comprises all of the dealings and communications between the Seafarers International Union of North America and the Committee. Nothing else has passed between the parties either by writing or word of mouth until the receipt of the notice of hearing with Statement of Charges attached, signed by Malcolm Ross, as Chairman of the Committee, under date of September 25th, 1944. Together with the Notice of Hearing, etc., was received a "Statement Regarding Hearings" of the Committee. Copies attached herewith.

This "Statement" immediately referred to above bears no date, and is the first notice received by the Seafarers International Union of North America of any alleged rules of procedure. This statement alleges that after the hearing, the Committee will prepare a "Proposed Summary of Evidence Findings, Directives and/or Recommendations," which when approved is served upon the party charged. This Proposed Summary, etc., is not released for publication.

This part of the rule refers to "the Committee, Subcommittee or Hearing Examiner" a hydra headed monster.

Before what and whom is this hearing to be held?

### WHO'S TOP MAN?

The rule further indicates that the summary of evidence, etc., must first be "approved" before service on the party charged. "Approved" by Whom? This is a strange hearing indeed, where the judge or judges sit merely as a front for some unnamed and undesignated personality.

This would be a form of trial foreign to the spirit and form accepted judicial procedure in the United States. Our arguments and appeals will evoke nothing but a hollow echo, because the judges have no judgment or discretion. Our steps will tread a path with a dead ending. The gestures of the participants will simulate the motions of a windmill.

To quote a great judicial figure, "Personal contact with the Court is essential to the proper rendition of justice." Can we be expected to yield the interests of our membership to the jurisdiction of a Court which is cloaked in anonymity and shrouded with mystery.

The "Rules" further provide that the "Proposed Summary, etc.," is not released for publication!!

### CONSPIRACY

We can conceive of no rule, that is more subject to abuse than the rule of secrecy. Conspiracy, plotting and crime are best served by secrecy, but truth and justice never. Full publicity is a

fundamental of our judicial procedure, that is, full publicity in the time honored sense, not the method apparently used by this Committee in issuing press releases. We mean conducting proceedings in open court and the rendition of findings and judgment in similar manner for the world to hear and see.

This ban against publication appears all the more suspicious and even sinister, in view of the peculiar brand of publicity already given to these "Charges" in the public press. We charge that the items which have appeared in the public press were directly inspired by the Committee.

### CREATING BIAS

The effect of this publicity has been to create an atmosphere of prejudice and bias. Mr. Edward Lawson, Regional Fair Employment Director, is quoted in PM as saying that although the Committee has tried for more than six months to settle the matter with union officials "they have remained obdurate and will not change their policy without going through a hearing."

No other contact with the Committee has been had other than the correspondence cited. Obviously this statement attributed to Mr. Lawson is incorrect as to the facts. Moreover, the correspondence clearly demonstrates that the issue has been prejudged by the same Mr. Lawson. He speaks of the "hearing" as an instrument which he is employing to compel the Seafarers International Union of North America to conform to his own notions. Apparently, the Committee is not averse to the use of publicity when publicity suits its own purposes and ends. And such publicity! These items in the papers are nothing less than propaganda releases by those who assume to be our judges.

### SLANDER

To demonstrate the character of this publicity, let us call attention once more to the item appearing in PM under date of October 7th, Mr. Lawson charges that on one occasion, because of the Union's policies, a ship missed a convoy in Norfolk and was held up several days.

This serious charge made in the public press is not contained in the Statement of Charges attached to the notice of hearing.

Mr. Lawson is Regional Director of the New York Office. The hearing is scheduled to be held in his "region." The statements made by him to the press furnish ample evidence of his close connection with the charges and the "hearing." Beyond question, we are justified in concluding that this prejudged, unfair person, who resorts so readily to snide practices properly represents the Committee's attitude and practices.

### DEFENSE RESTRICTED

The "Rules" attempt to narrow and restrict the scope of the defense in another important respect. To quote, "Persons, other than witnesses requested to be present, may not testify but, etc."

The "witnesses requested" are further defined in the sixth paragraph of the "Rules." This holds that:

"It is expected that the party

charged will be represented at the hearing by a policy making official with authority to speak for the party charged."

Actually, no such person exists. The policy of the Seafarers International Union of North America differs sharply from that of the Committee in this respect. The membership colored and white, is the sole repository of policy making power. The Officials are instructed regarding these policies by the truest and simplest democratic process—the vote. It is not at all surprising that the Committee should fail to sense the fact that the Seafarers International Union of North America is truly a product of the American way. We harbor no dictators.

On October 5th, the Union received the following telegram:  
 October 5, 1944

**John Hawk,  
 Secy-Treas. Seafarers'  
 International Union  
 51 Beaver Street**

"Understand there is some confusion in your mind concerning right of the Seafarers' International Union of North America to present testimony at hearing on October 10, 1944. Your attention directed to notice of hearing dated September 25, 1944, duly served upon you together with statement of charges, which states "The Committee requests that your union have as its representative at the hearing an official or officials who can testify with authority and full knowledge of the facts relative to the employment policies and practices of your union with respect to matters in the attached statement of charges and order for hearing." You are referred to "statement regarding hearings of the President's Committee on Fair Employment Practice" attached to the statement of charges and likewise duly served upon you. This statement makes clear your right "to be heard before final action by the committee." It also states "it is expected that the party charged will be represented at the hearing by a policy-making official with authority to speak for the party charged. The party charged may be represented by counsel who may cross-examine witnesses presented in support of the charge, present evidence, and file briefs with respect to any issues involved in the hearing." Am mailing you additional copy of this statement.

**EMANUEL BLOCH,  
 Trial Counsel FEPC**

The quotation from the Notice is correct, but it is to be noted that the production of witnesses is again restricted to officials. It is respectfully submitted that no restriction, under our system of jurisprudence should be placed on the production of witnesses, not only with respect to quality, but also to quantity.

The opening part of this telegram is interesting to put it mildly. Mr. Emanuel Bloch telegraphs that he "understands" there is some confusion in Mr. Hawk's mind. Does the Committee or its counsel employ the crystal ball? How else could they become

(Continued on Page 3)

## New Educational Series Launched By New York

Additional material keyed to the progressive educational program of the SIU is now out and will be included in packages now being distributed to all delegates on ships leaving the port of New York. The new series just released will be augmented from time to time with leaflets describing union activities and acquainting members with union benefits and services.

One of this series tells about the little known Special Services Department in New York which has handled hundreds of beefs involving Coast Guard, Draft, and Immigration cases. The series will also include a summary of duties and responsibilities of the various departments, hints on submitting overtime, etc.

In order to insure complete and effective distribution of the educational material, copies of the Seafarers Log, "You and Your Union," and "SIU at War," illustrated booklet telling the story of SIU men in the war, will be distributed in folders to all ship's delegates when a vessel signs on. The material will then be distributed among the crew when the ship gets to sea.

Following is the first educational leaflet released by the branch.

### WE'RE RINGING THE BELL EVERY DAY!!

Every day your union agents and patrolmen are ringing the bell—collecting good, hard cash for SIU men in beefs involving disputed overtime and special wages.

From March, '44 to September, '44 the New York office, through which passes most of the overtime claims, has alone collected more than the amazing sum of \$75,000 in disputed wages.

Claims have covered every sub-

ject in the book; from shifting cargo to boat hire in foreign ports, and none of the claims have been easy to collect. But your branch agents and patrolmen have "gone to bat" for you every time. When the claim was justified and when you furnished clear definite facts to work on they got the money for you.

Largest single sum collected for one man was \$700.00. More important, however, were hundreds of smaller claims, ranging from \$1.00 to more than \$100.00—hard earned American dollars that you got because you were on a ship sailing under an SIU contract.

Remember! This is money you never would have seen if the SIU hadn't been there behind you. Just another proof that SIU membership pays DIVIDENDS.

## IMPORTANT!

The membership assembled at all Branches of the Union have many times gone on record that all members of the organization shall pay their dues in the port of payoff.

Refusal to follow this policy of the organization will result in charges being brought against members violating this rule.

NEW YORK

The membership at last Monday night's meeting took another progressive step towards streamlining our organization, by adopting the resolution presented by the elected officials in New York regarding the submission of overtime disputes sent to New York for final settlement.

In the future, when a good dispute is not paid on our vessels paying off in out-of-ports, we have a form which has been sent to all Agents to be filled out by the port officials and it is drawn up in such a manner so as to furnish all the necessary details in a clear, concise manner.

This will indeed be a tremendous help, not only to the union officials in this port handling these disputes, but it shall also be very helpful to the membership as a whole. In the future, when disputes are received here for final settlement, we will not have to take days and often times, weeks, in trying to gather the necessary details to complete the beef. All we have to do is

WHAT'S DOING

Around the Ports

to take this final overtime sheet and go straight to work.

This port has just purchased a car which was recommended for union use here several weeks ago in a resolution form which was concurred in by all branches. This will be a big help in settling the various issues that always arise on board a ship when she's in port.

The Seafarers never have less than 40 ships laying in this harbor at all times and naturally, when you have this many jobs, there is bound to be all kinds of beefs coming off of them.

By having a Patrolman on the front covering all ships by automobile, he will be able to handle any dispute that may come up on board any ship, regardless of its location.

It works an extreme hardship

on some of the waterfront patrolmen here to have to cover two or three of these ships on minor disputes when they are on the way to another vessel which is paying off. As a result, some of these fellows are working long and hard hours. By having this patrolman covering the front in an automobile and reporting to the union hall by phone every hour or so, we are going to be able to cover the entire waterfront at all times in a neat workmanlike way.

Along with brother John Bunker, I attended a meeting this week with the WSA officials and representatives from other seamen organizations in regards to the overcharging by some of the companies in their ship's slop chest, and the improper handling of the same.

This meeting was called at the request of the Seafarers made several weeks ago. All parties concerned recommended that a survey be made in regards to a situation that exists on some vessels and in some companies regarding the overcharging of prices on practically every item carried in the average ship's slop chest.

Another point discussed and recommended for investigation was the poor quality of most of the gear going into these ships. We are of the opinion that if this particular issue is pushed in the next few weeks, there is no question but what we can remedy this situation. We know that in the past there has been a vicious circle involving the "kick-back" by the ships chandlers to the various port stewards and

other company officials on the purchasing and selling of all slop chests.

The Seafarers feel that this problem still exists in places and once we have eliminated this, it will be to the benefit of all seamen riding all vessels. As soon as the necessary material is covered on this item, there shall be another meeting and at this meeting, we shall lay down the rules and points which we must follow to effect the changes that are needed.

Out port and local beefs handled this week by this branch involve, among others, the following vessels: SS Robert Lofollette, MV Wood Island, SS James Blair, SS Matthew T. Goldsborough, SS Cecil N. Bean, and SS Charles Finger, as well as several commissioners beefs which were settled to our members' benefit. To all of you fellows who had disputes on these ships, check the money due list in this week's issue of the LOG for amounts due you and the details as to the collection of same.

PAUL HALL, Agent

John Hawk's Statement On FEPC

(Continued from Page 2)

aware of the operation of Mr. Hawk's mind? He has had no contact with it, other than in the communications received.

In the third paragraph of the Rules, The Committee refers to a non-existent code. This Union prefers a greater degree of definiteness and safety in its dealings.

We now touch upon another fundamental tenet of our organic law—the matter of penalties for the alleged misfeasances of the Union. A penalty should be definite, certain and clear in its meaning. At no time from the date of the first executive order until this date, has anyone even suggested the nature of the penalty or the power of the Committee to enforce it.

The charges are absurd, even silly on their face, because they allege discrimination against both races. The most casual inquiry would have satisfied this Committee that in none of the instances set forth as charges has the war effort been adversely affected. We respectfully refer all interested parties on the subject of our war record to the President of the United States and Vice Admiral Emory S. Land, Chief of the War Shipping Administration.

For the reasons enunciated above, we cannot expect justice from your Committee under the conditions that now prevail. Our policy is to cooperate with all government agencies within their legitimate sphere; but we cannot submit ourselves as active participants in a proceeding of this character.

Respectfully submitted,  
JOHN HAWK.

Notification of Hearing

United States of America  
Executive Office of the President  
President's Committee  
On Fair Employment Practice

In the matter of the :  
President's Committee on :  
Fair Employment Practice, :  
vs. :  
Seafarers International :  
Union of North America :  
Respondent :

Notice of Hearing  
Case No. 67

TO: Seafarers International  
Union of North American  
No. 2 Stone Street, Room 213  
New York City, New York  
and  
No. 57 Clay Street,  
San Francisco, California

You are hereby notified that a hearing on charges filed with the President's Committee on Fair Employment Practice, alleging violation of Executive Order 8802 and 9346, promulgated by the President of the United States on June 25, 1941 and May 27, 1943, respectively, will be held by the President's Committee on Fair Employment Practice in the city of New York, New York, on the

10th day of October, 1944, beginning at ten o'clock in the forenoon; at which time and place the Committee requests that your Union have as its representative at the hearing an official or officials who can testify with authority and full knowledge of the facts relative to the employment policies and practices of your Union with respect to matters in the attached Statement of Charges and Order for Hearing.

In testimony whereof, the undersigned,  
**MALCOLM ROSS,**  
Chairman,  
by direction of the Committee, has hereunto set his hand at Washington, D.C., this 25th day of September, 1944.

Statement Regarding Hearings Of The President's Committee On Fair Employment Practice

By GEO. M. JOHNSON, Deputy Chairman

Hearings are held by the Committee under the authority vested in it to conduct hearings, make findings of fact, and take appropriate steps to obtain elimination of discrimination forbidden by Executive Orders 8802 and 9346.

In its discretion, the Committee may authorize hearings before the full Committee, a Subcommittee of the Committee or before one or more duly designated Hearings Examiners.

The Committee as yet has not promulgated formal rules and regulations governing its hearings but in general, the recognized procedures used by administrative agencies with quasi-judicial powers, are followed.

Hearings are held on written complaints alleging violations of Executive Orders 8802 and 9346. After it has been determined that a hearing shall be held, the party charged is notified in writing of the nature of the charge and the time and place of the hearing. The notice is mailed a reasonable time prior to the date of the hearing.

In general the purposes of a hearing are: to establish a record of the available evidence relating to the charge, to give the party charged an opportunity to be

heard before final action by the Committee, and to enable the Committee to make findings of fact, determine responsibility for any prohibited discrimination found to exist and take appropriate steps to obtain elimination of such discrimination.

It is expected that the party charged will be represented at the hearing by a policy-making official with authority to speak for the party charged. The party charged may be represented by counsel who may cross-examine witnesses presented in support of the charge, present evidence, and file briefs with respect to any issues involved in the hearing.

The evidence in support of the charge is presented by a duly designated counsel for the Committee who may cross-examine witnesses presented on behalf of the party charged.

The Committee, the Subcommittee or the Hearings Examiner, as the case may be, is responsible for the orderly conduct of the hearing. Consistent with the purpose of a hearing, testimony will be limited to the issues involved. Persons, other than witnesses requested to be present, may not testify but, in the discretion of the Committee, Subcommittee or

FORE 'N AFT

By BUNKER

Many professions have a distinct vocabulary of their own—a working jargon that comes into being no one knows exactly how. None of them are more colorful than the sailor's, for his speaks of far places; of streets, ships, and women in the four corners of the world.

It's a vocabulary that changes with different eras at sea and many words and phrases peculiar to the days of sail are now entirely forgotten. Some words are common to men sailing one run and unknown to those on another.

Here are some of the deep-water words and terms that you won't find in the dictionaries. These are just a few, so send in the ones you don't see included here and we'll tag them on next week.

- Ballast—soup.
- Read lead—catsup.
- Deck load—dessert. This term started on Waterman ships.
- Morgan Line strawberries—those delicious rocks they used to serve all the time on that outfit.
- Channel fever—the urge to get ashore when the voyage is nearly over. The yen you get when the tub is in the stream and you can see the harbor lights.
- Fish eyes—tapioca.
- Wogs—Arabs.
- Charley Noble—the galley stack.
- Banjo—a shovel; term used on coal burners.
- Spanner—any one in the black gang; also a coal burner term.

J. P. Shuler, the 5th floor patrolman who hears everyone's troubles and never changes expression, heard a sad one this week when a brother came in and cried the blues about losing \$500 worth of war bonds. "Long trip out—nice payoff—put most of it in bonds," he said, "then stopped at a bar and had a drink (well, a few drinks.)" When he woke up his wallet was gone. No war bonds, either.

"Tough," said Shuler, who was about ready to let the unfortunate brother cry on his shoulder. "Let's see your papers. Maybe we can put a notice in the LOG."

The brother pulled out one of those bulgy wallets on the end of a mooring line and when he opened it everything fell out but the kitchen sink . . . including five one hundred dollar war bonds.

"Well, what dya know," said the happy brother.  
"Hell," said J.P., "and I was just about to get sympathetic."

Hearings Examiner, may submit written statements for the record.

The proceedings at hearings are stenographically recorded and transcribed for the Committee. Parties to the hearing or others desiring copies of the transcript must make the necessary arrangements with the reporter before the hearing begins.

As soon as practicable after the hearing, the Committee, Subcommittee or Hearings Examiner, will prepare a Proposed Summary of Evidence, Findings, Directives and/or Recommendations, which when approved is served upon the party charged. This Proposed Sum-

mary of Evidence, Findings, Directives and/or Recommendations is not released for publication. The party charged, and counsel for the Committee, are allowed fifteen (15) days to file exceptions to the Proposed Summary of Evidence, Findings, Directives and/or Recommendations. Thereafter the Committee issues its final decision in the matter based upon the entire record including any exceptions, briefs and/or stipulations properly filed in the case.

President's Committee On Fair Employment Practice  
By GEORGE M. JOHNSON,  
Deputy Chairman

# Dispatcher Calls For Responsible Unionism

## NEW OVERTIME METHOD

(Continued from Page 1)

many of our members many dollars. It is our opinion that if this resolution is adopted and adhered to closely, it will be . . . highly beneficial to our membership . . . and will make it much easier for your New York representatives to obtain an immediate settlement on any dispute which may be submitted in the future. It is our unanimous opinion that by streamlining this system of handling disputes, we will have taken another progressive step towards making the Seafarers a better union."

While the new procedure is for the purpose of streamlining the final stages of the collection of disputed overtime, it should be emphasized that its success depends upon the correct and efficient keeping of overtime records by the delegates aboard the ships. If the department delegates don't give the boarding patrolman an accurate accounting with all names and dates and work involved, the whole system falls to the ground and the ship-owners can give up the horse laugh when we try to collect.

The union is now ready and able to make the operators toe the line on every crossed "t" and dotted "i" in the contract. All that is required is full cooperation aboard the ships. Let's go! Make the shipowners pay off! Keep an accurate record of your overtime!

Following is the resolution passed this week up and down the coast:

### RESOLUTION

WHEREAS: the largest percentage of overtime claims for the entire Seafarers International Union of North America are referred to and handled through the Port of New York, and,

WHEREAS: claims submitted from outlying Ports are often incomplete and incoherent, thereby causing the members involved to lose money because of inadequate records on the dispute, and,

WHEREAS: this could be easily avoided by an adequate system of preparing hecfs submitted to this Port for settlement,

THEREFORE, BE IT RESOLVED: that for efficiency and in order to expedite settlement of overtime claims for the benefit of our membership, all disputed overtime claims henceforth submitted to New York from out-of-ports be fully explained on a form drawn up for this purpose and to be furnished to all Agents in all Ports, and

BE IT FURTHER RESOLVED: that this procedure be put into effect immediately upon being carried by a majority of the membership assembled at the next regular meeting, and

BE IT FINALLY RESOLVED: that this procedure be strictly adhered to by all concerned or answer to the membership for their failure to do so.

Signed by

PAUL HALL  
CLAUDE FISHER  
JAMES SHEEHAN  
JOSEPH VOLPIAN

## Labor Leaders Tour Italy



American and British labor leaders who toured Italy to help revive the Italian labor movement are shown with Lt. Gen. Mark W. Clark on a visit to the fighting front. Left to right: Pres. Will Lawther, Miners Federation of Great Britain; Vice Pres. Luigi Antonini, Int'l. Ladies Garment Workers Union (AFL); Clark; Vice Pres. George Baldanzi, Textile Workers Union (CIO), and Thomas O'Brien of the British Trades Union Congress.

## MONEY DUE

**SS JOHATHAN GROUT**  
The crew returned with their pockets full of Italian Lira. Brother Claude R. Deane, Purser, went to a great deal of trouble to collect the money and get it changed for the crew. The cash, in good American dollars, is now at the New York Agent's office. The following men have money coming:

Chas. G. Wadsworth, AB \$ 40.00  
Marion E. Ackerman, AB.. 245.00  
Juddie E. McAllister, AB.. 72.00  
William E. Jennings, AB... 30.00  
Eugene B. Anderson, OS.... 10.00  
Edward F. Basnight, OS.... 35.00  
F. A. Duncan, Jr., Dk. Eng. 5.00  
Leon H. Murphy, Wiper.... 8.00  
S. A. Holden, Ch. Cook.... 16.00  
Ralph K. Putnam, 2d Cook 28.00  
Daymon F. Sadler, Butcher 9.00  
Parry W. Parks, Mess..... 20.00  
Robt. E. Buffington, Mess 105.00  
Otto D. Kunnas, Mess..... 68.00  
Chas. L. Demmer, Mess.... 50.00  
Wm. H. Palette, Mess..... 23.00

**SS ROBERT M. LOFOLLETTE**  
V. Mabraith, 14 hrs. Collect at Mississippi SS Office.

**M. V. WOOD ISLAND**  
G. Dubrene, \$30.15; H. Lindquist, \$19.15; A. Thompson, \$27.43; D. Rothman, \$13.42; A. Newbold, \$18.28; G. Sorenson, \$31.59; R. Priexer, \$20.92. Collect at Moran Towing Co. office.

**SS ROBERT LOFOLLETTE**  
Commissioner Beef  
Considine, 2 days' pay and bonus; Ventola, 11 days' pay and bonus; Wisner, 11 days' pay and bonus. Call at Commissioners, 42 Broadway.

**SS ROBERT DOFOLLETT**  
K. McNaught, 12 hrs; J. P. Considine, 12 hrs; C. Hedler, 12 hrs. Collect at Mississippi SS office.

FRED HART  
LOUIS GOFFIN  
JAMES HANNERS  
JOHN HAWK

**SS GOLDBOROUGH**  
J. Yakim, \$69.30; I. Rybienski, \$69.30; E. Dudusin, \$71.60; B. Trottie, \$71.60; E. Kamianek, \$4.60. Collect at South Atlantic Company office.

**SS JAMES BLAIR**  
M. Pedersen, 12 hrs. Collect at Calmar Line.

**SS CECIL BEAN**  
Thomas J. McClay, 12 hrs; Frank Kulick, 12 hrs; Frank J. Winanski, 12 hrs; H. R. Detje, 12 hrs; A. Kuig, 12 hrs; E. Thompson, 12 hrs. Collect at American Range Line office.

**SS CHARLES J. FINGER**  
J. Bethes, 19 hrs; E. H. Teague, 20 1/2 hrs; L. L. Creamer, 20 1/2 hrs; G. E. Dalman, 19 hrs; J. R. Howard, 17 hrs; Kaysen, 19 hrs. Collect at Overlakes SS Company office.

**SS JOSIAH BARTLETT**  
Deck Department  
Henry Bolinski, 12 hrs., \$1.00 handling lines; Frank Gages, 37 1/2 hrs., \$1.00 handling lines; Harold Egge, 18 hrs; Ronald Budgen 39 1/2 hrs; Constanten Dobrovolski, 46 hrs; Edward Kuta, 9 hrs; Vitold Muszynski, 7 hrs; Fred Funken, 10 hrs., \$3.00 handling lines; Donald Garatz, 27 hrs; Oscar Barfield, 19 hrs., 19 hrs. including 9 as Mess work; John Tarkov, 41 1/2 hrs.

Engine Department  
Simon Gold, 190 hrs; Peter Salvo, 112 hrs; Chas Prementine, 23 hrs; Albert Neukios, 44 hrs; Harry McGraw, 6 hrs; Robert Mahoney, 8 hrs; Joseph Holly, 16 hrs; Frank Flayer, 224 hrs.

Steward Department  
Abram Goldsmit, 73 hrs; Theodore Hess, 73 hrs; Major Costello, 76 hrs; Benjamin Bernstein, 16 hrs; Joseph Regan, 21 hrs., also 11 days division of wages; Ricardo Candelon, 6 days division of wages; Richard Lee, 6 days division of wages; Otto Timm, Jr., 4 hrs., 14 days division of wages;

By "Frenchy" Michelet

In the course of the New York meeting of October 2nd a point came up which we feel should be of interest to the entire membership, namely the practice of chief stewards taking cooks and messmen who have been lax in the performance of their duties to the master for disciplinary action.

Several brothers pointed out that it was not to the best interest of the union for a steward or any other crew member to complain to the captain about a brother because such complaints were usually entered in the official log and frequently resulted in the suspension of the brother's papers by the Coast Guard, when that body checked the log at the completion of the voyage. Several brothers then rose to say that they felt that when a cook or messman refused to do his work the steward had no recourse but to report the matter to the master.

### CALL A MEETING

A chief steward took the floor at this point and explained to the brothers who raised the objections that a matter of this kind could very easily be handled by simply calling a meeting of all brothers on the vessel and explaining to the assembly that the brother in question was guilty of actions unbecoming a union man. It would then simply be come a case of disciplining the brother in question, and we don't think that there's any man in the SIU who can't be handled by twenty of his shipmates when he has been shown to be guilty of actions unbecoming a union member.

However, the fact that this problem should even arise at all is but another instance that our whole union movement has wandered from first principles. The men who formed this organization and who fought the hard fight for the recognition of it's aims and principles were primarily men with a keen sense of the

responsibilities of union men. They didn't dissipate their energies by bickering and quarreling among themselves, by shirking their duties and growling at the steward because the eggs weren't just right.

### IMPROVEMENTS

They set out to force the steamship operators to put fridges on ships, to get crockery in place of the old enamel plates and tin cups, cotton mattresses in place of the old bundle of straw or "donkey's breakfast," white linen for the old blue sheets and pillow cases, decent living quarters and a host of other improvements over the conditions that plagued the unorganized seamen of that day. But they knew that in order to win and hold these conditions they would have to prove themselves sober and industrious men. They didn't permit any brother to shirk his duties and give the operators a chance to accuse the union of providing incompetent men. When a brother got out of line in those days and threatened to jeopardize the union's standing, he was promptly straightened out by his shipmates.

We think it's high time that we returned to first principles. We think that it's time the old timers took over aboard ship and educated the new members—especially the wartime members. We would like to urge all the old-timers to teach the newcomers the union's conception of the word **militancy**. For real old line militancy by men who rigidly disciplined themselves is directly responsible for all of the many gains made by the SIU.

## From Molehill To Mountain

By Louis Goffin

This is a short tale of a big story—the organization and growth of the SIU. Ever since the start of the SIU, advancement has been steady because progress has been the watchword—progress in attaining better wages and working conditions for American seamen. The SIU, no more then a molehill when far-sighted militants started it back in 1938, has become a mountain—not because of ballyhoo, but because of concrete achievement for its members.

Our goal has always been "The Best," and this goal is now exemplified by the new building in New York City, one of the finest union headquarters in the world.

But fine buildings do not make a union, they merely show the progressive spirit and cooperation of union officials and the rank and file.

We must keep this progressive spirit by instructing the newcomers who know nothing of the hard fight we made to build the molehill into the mountain, the principles and benefits of unionism.

As a member of the SIU from the start, I have seen how this

union was built by men who knew what they were fighting for, and co-operated to achieve their ends. As a union patrolman I have also seen how little maritime unionism means to many newcomers who now constitute the bulk of the rank and file. Many of the men who founded the SIU and sacrificed much for the cause of seamen's rights, have given their lives at sea. It is up to us to see that the union spirit of these departed brothers is carried on to the new generation of men going to sea. By doing that we will keep the SIU strong and the progressive spirit which built the molehill into the mountain, will not be lost.

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